

**UNITED TRANSPORTATION UNION
GENERAL COMMITTEE OF ADJUSTMENT (CET&Y)**

**FEC RAILWAY COMPANY
John D. Whitaker, III
General Chairman
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Jacksonville, FL 32257
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www.utu851.org

EFFECTIVE JANUARY 1, 2012

**HOLIDAYS 2012
New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve**

THROUGH FREIGHT
ENGINEERS

Pro Rata: Hour:	29.16	Overtime: Hour:	43.74
Minute:	0.4860	Minute:	0.7290
5-Minutes:	2.4300	5-Minutes:	3.6450

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	233.28	277.02	320.76	364.50	408.24
5	236.93	280.67	324.41	368.15	411.89
10	240.57	284.31	328.05	371.79	415.53
15	244.22	287.96	331.70	375.44	419.18
20	247.86	291.60	335.34	379.08	422.82
25	251.51	295.25	338.99	382.73	426.47
30	255.15	298.89	342.63	386.37	430.11
35	258.80	302.54	346.28	390.02	433.76
40	262.44	306.18	349.92	393.66	437.40
45	266.09	309.83	353.57	397.31	441.05
50	269.73	313.47	357.21	400.95	444.69
55	273.38	317.12	360.86	404.60	448.34

THROUGH FREIGHT
CONDUCTORS

Pro Rata: Hour:	28.40	Overtime: Hour:	42.60
Minute:	0.4733	Minute:	0.7100
5-Minutes:	2.3667	5-Minutes:	3.5500

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	227.20	269.80	312.40	355.00	397.60
5	230.75	273.35	315.95	358.55	401.15
10	234.30	276.90	319.50	362.10	404.70
15	237.85	280.45	323.05	365.65	408.25
20	241.40	284.00	326.60	369.20	411.80
25	244.95	287.55	330.15	372.75	415.35
30	248.50	291.10	333.70	376.30	418.90
35	252.05	294.65	337.25	379.85	422.45
40	255.60	298.20	340.80	383.40	426.00
45	259.15	301.75	344.35	386.95	429.55
50	262.70	305.30	347.90	390.50	433.10
55	266.25	308.85	351.45	394.05	436.65

LOCAL FREIGHT
ENGINEERS

Pro Rata: Hour:	26.20	Overtime: Hour:	39.30
Minute:	0.4367	Minute:	0.6550
5-Minutes:	2.1833	5-Minutes:	3.2750

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	209.60	248.90	288.20	327.50	366.80
5	212.88	252.18	291.48	330.78	370.08
10	216.15	255.45	294.75	334.05	373.35
15	219.43	258.73	298.03	337.33	376.63
20	222.70	262.00	301.30	340.60	379.90
25	225.98	265.28	304.58	343.88	383.18
30	229.25	268.55	307.85	347.15	386.45
35	232.53	271.83	311.13	350.43	389.73
40	235.80	275.10	314.40	353.70	393.00
45	239.08	278.38	317.68	356.98	396.28
50	242.35	281.65	320.95	360.25	399.55
55	245.63	284.93	324.23	363.53	402.83

LOCAL FREIGHT
CONDUCTORS

Pro Rata: Hour:	25.88	Overtime: Hour:	38.82
Minute:	0.4313	Minute:	0.6470
5-Minutes:	2.1567	5-Minutes:	3.2350

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	207.04	245.86	284.68	323.50	362.32
5	210.28	249.10	287.92	326.74	365.56
10	213.51	252.33	291.15	329.97	368.79
15	216.75	255.57	294.39	333.21	372.03
20	219.98	258.80	297.62	336.44	375.26
25	223.22	262.04	300.86	339.68	378.50
30	226.45	265.27	304.09	342.91	381.73
35	229.69	268.51	307.33	346.15	384.97
40	232.92	271.74	310.56	349.38	388.20
45	236.16	274.98	313.80	352.62	391.44
50	239.39	278.21	317.03	355.85	394.67
55	242.63	281.45	320.27	359.09	397.91

YARD SERVICE
ENGINEERS

Pro Rata: Hour:	25.87	Overtime: Hour:	38.81
Minute:	0.4312	Minute:	0.6468
5-Minutes:	2.1558	5-Minutes:	3.2338

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	206.96	245.77	284.57	323.38	362.18
5	210.19	249.00	287.80	326.61	365.41
10	213.43	252.23	291.04	329.84	368.65
15	216.66	255.47	294.27	333.08	371.88
20	219.90	258.70	297.51	336.31	375.12
25	223.13	261.93	300.74	339.54	378.35
30	226.36	265.17	303.97	342.78	381.58
35	229.60	268.40	307.21	346.01	384.82
40	232.83	271.64	310.44	349.25	388.05
45	236.06	274.87	313.67	352.48	391.28
50	239.30	278.10	316.91	355.71	394.52
55	242.53	281.34	320.14	358.95	397.75

YARD SERVICE
CONDUCTORS

Pro Rata: Hour:	25.48	Overtime: Hour:	38.22
Minute:	0.4247	Minute:	0.6370
5-Minutes:	2.1233	5-Minutes:	3.1850

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	203.84	242.06	280.28	318.50	356.72
5	207.03	245.25	283.47	321.69	359.91
10	210.21	248.43	286.65	324.87	363.09
15	213.40	251.62	289.84	328.06	366.28
20	216.58	254.80	293.02	331.24	369.46
25	219.77	257.99	296.21	334.43	372.65
30	222.95	261.17	299.39	337.61	375.83
35	226.14	264.36	302.58	340.80	379.02
40	229.32	267.54	305.76	343.98	382.20
45	232.51	270.73	308.95	347.17	385.39
50	235.69	273.91	312.13	350.35	388.57
55	238.88	277.10	315.32	353.54	391.76

UTILITY SERVICE
TRAINMEN

Pro Rata: Hour:	24.03	Overtime: Hour:	36.05
Minute:	0.4005	Minute:	0.6008
5-Minutes:	2.0025	5-Minutes:	3.0038

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	192.24	228.29	264.33	300.38	336.42
5	195.24	231.29	267.33	303.38	339.42
10	198.25	234.29	270.34	306.38	342.43
15	201.25	237.30	273.34	309.39	345.43
20	204.26	240.30	276.35	312.39	348.44
25	207.26	243.30	279.35	315.39	351.44
30	210.26	246.31	282.35	318.40	354.44
35	213.27	249.31	285.36	321.40	357.45
40	216.27	252.32	288.36	324.41	360.45
45	219.27	255.32	291.36	327.41	363.45
50	222.28	258.32	294.37	330.41	366.46
55	225.28	261.33	297.37	333.42	369.46

LOCAL FREIGHT
TRAINMEN

Pro Rata: Hour:	22.51	Overtime: Hour:	33.77
Minute:	0.3752	Minute:	0.5628
5-Minutes:	1.8758	5-Minutes:	2.8138

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	180.08	213.85	247.61	281.38	315.14
5	182.89	216.66	250.42	284.19	317.95
10	185.71	219.47	253.24	287.00	320.77
15	188.52	222.29	256.05	289.82	323.58
20	191.34	225.10	258.87	292.63	326.40
25	194.15	227.91	261.68	295.44	329.21
30	196.96	230.73	264.49	298.26	332.02
35	199.78	233.54	267.31	301.07	334.84
40	202.59	236.36	270.12	303.89	337.65
45	205.40	239.17	272.93	306.70	340.46
50	208.22	241.98	275.75	309.51	343.28
55	211.03	244.80	278.56	312.33	346.09

YARD SERVICE
TRAINMEN

Pro Rata: Hour:	22.51	Overtime: Hour:	33.77
Minute:	0.3752	Minute:	0.5628
5-Minutes:	1.8758	5-Minutes:	2.8138

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	180.08	213.85	247.61	281.38	315.14
5	182.89	216.66	250.42	284.19	317.95
10	185.71	219.47	253.24	287.00	320.77
15	188.52	222.29	256.05	289.82	323.58
20	191.34	225.10	258.87	292.63	326.40
25	194.15	227.91	261.68	295.44	329.21
30	196.96	230.73	264.49	298.26	332.02
35	199.78	233.54	267.31	301.07	334.84
40	202.59	236.36	270.12	303.89	337.65
45	205.40	239.17	272.93	306.70	340.46
50	208.22	241.98	275.75	309.51	343.28
55	211.03	244.80	278.56	312.33	346.09

REMOTE CONTROL I

Pro Rata: Hour: 25.47 Overtime: Hour: 38.21
Minute: 0.4245 Minute: 0.6368
5-Minutes: 2.1225 5-Minutes: 3.1838

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	203.76	241.97	280.17	318.38	356.58
5	206.94	245.15	283.35	321.56	359.76
10	210.13	248.33	286.54	324.74	362.95
15	213.31	251.52	289.72	327.93	366.13
20	216.50	254.70	292.91	331.11	369.32
25	219.68	257.88	296.09	334.29	372.50
30	222.86	261.07	299.27	337.48	375.68
35	226.05	264.25	302.46	340.66	378.87
40	229.23	267.44	305.64	343.85	382.05
45	232.41	270.62	308.82	347.03	385.23
50	235.60	273.80	312.01	350.21	388.42
55	238.78	276.99	315.19	353.40	391.60

REMOTE CONTROL II

Pro Rata: Hour: 23.26 Overtime: Hour: 34.89
Minute: 0.3877 Minute: 0.5815
5-Minutes: 1.9383 5-Minutes: 2.9075

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	186.08	220.97	255.86	290.75	325.64
5	188.99	223.88	258.77	293.66	328.55
10	191.90	226.79	261.68	296.57	331.46
15	194.80	229.69	264.58	299.47	334.36
20	197.71	232.60	267.49	302.38	337.27
25	200.62	235.51	270.40	305.29	340.18
30	203.53	238.42	273.31	308.20	343.09
35	206.43	241.32	276.21	311.10	345.99
40	209.34	244.23	279.12	314.01	348.90
45	212.25	247.14	282.03	316.92	351.81
50	215.16	250.05	284.94	319.83	354.72
55	218.06	252.95	287.84	322.73	357.62

ROADWAY UTILITY
CONDUCTOR

Pro Rata: Hour:	25.29	Overtime: Hour:	37.94
Minute:	0.4215	Minute:	0.6323
5-Minutes:	2.1075	5-Minutes:	3.1613

Min	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	202.32	240.26	278.19	316.13	354.06
5	205.48	243.42	281.35	319.29	357.22
10	208.64	246.58	284.51	322.45	360.38
15	211.80	249.74	287.67	325.61	363.54
20	214.97	252.90	290.84	328.77	366.71
25	218.13	256.06	294.00	331.93	369.87
30	221.29	259.22	297.16	335.09	373.03
35	224.45	262.38	300.32	338.25	376.19
40	227.61	265.55	303.48	341.42	379.35
45	230.77	268.71	306.64	344.58	382.51
50	233.93	271.87	309.80	347.74	385.67
55	237.09	275.03	312.96	350.90	388.83

Dan Stroble: Insert next section below on front cover, after Holidays 2012 section.

Remote Control Arbitrary: \$15.68

Training Allowance: 30 minutes at current rate of job

En Route Meal for Turn Jobs: \$8.00

Away from Home Expense: \$8.00, Away from Home Expense over 12 Hours: \$12.00

Meal Period: 30 minutes at current rate of Job

Dan Stroble: Insert next section below on last page (back cover)

What is a Labor Union, and is it an Obsolete Concept?

A union is a group of workers who join together for the purpose of obtaining common goals and objectives with respect to their employer. The most immediate and important benefit for a union worker is a voice at work that the boss can't ignore. Without union representation, an individual worker has no say in his/her employment and is subject to arbitrary decisions made by the employer. However, when workers join together with union representation, they have the collective power to sit at the bargaining table with their employer and negotiate their own wages, benefits and working conditions. Without such collective power, the employer alone sets the wage scale, determines benefits and establishes working conditions.

To avoid unionization, employers often go to great lengths to tell their workforce that they are already protected by employment laws established by the federal and state government. However, in the real world, what these employers do not say is that such protection often comes at a very high price via legal fees, harassment, potential job loss due to company retaliation, mental stress, etc. Belonging to a union provides the **extra** protection that comes from being covered by a collective bargaining agreement which is negotiated by experienced labor negotiators.

In every democracy in the world, you will find a vital and vibrant labor union. In a democratic society that exercises free enterprise, checks and balances are crucial in order to preserve its integrity. A labor union is indispensable in this process as it ensures that these checks and balances are instituted and scrutinized. Anyone remember Enron or Worldcom? At Enron, 4,200 workers were laid off; at WorldCom, 17,000. Not only were these folks now jobless, but they also lost a big chunk of their pension, their nest egg. While the federal government rushed to protect the big-time investors, there was no protection offered to the thousands of employees left on the street. The sad thing is that both Enron's and WorldCom's disasters happened fairly recently.

Unions do effect social changes in the workplace. Due to organized labor, the U.S. has made two huge legislative changes: No child laborers and the standard 8 hour work shift with overtime benefits.

Also, unions are instrumental in effecting changes on the immediate work environments such as safety concerns, supervision styles, scheduling shifts, meal periods, etc.

Unions establish and define workers' rights, whereas non-union industries consider the status of your employment as "employment at will", which essentially means that your employment can be terminated at will. One of the most important functions that a union performs is the protection from Management wanting to terminate you for no good reason, or worse, for personal reasons. The Agreement between the company and the union details your rights as an employee, ensuring your due process and your unequivocal right to

have your side fully heard if ever charged with an incident, your right to a representative who will be on your side to vigorously fight for your benefit, your health and welfare, your vacation, your working conditions, etc. These benefits alone can easily justify the dues payment for union membership.

The Union protects the family and a union member is the family. Membership in the UTU gives you that added security and keeps the power where it belongs – in the members' hands. The members elect officers to coordinate local affairs and they elect delegates to act on their behalf in International officer elections and any changes in the Union's Constitution. As a UTU member, you help secure a voice that works through elections and local voting on referendums and contractual issues.

UTU contracts have established good wages, health care, strict rules about job security and the conditions under which layoffs and reductions in the work force can take place. This ensures that everyone is treated fairly and that no one is discriminated against for enforcing the terms of the employer/employee contract.

FEC Local Chairmen

Jim Bush

Eduardo Guillen

James McCorkle, Jr.